2007-2008 Yearly Evaluation

And another year passes… as I look back over the year it's hard to believe yet another one has passed so fast, and what else, 10 years for me here. Some things have really changed for myself, and the district, and yet some things have stayed the same. It's been another great year working for the Redding school district under the leadership of Diane Kempley. I would like to first off say that enjoy very much working for the district and appreciate all the support that I receive from our leadership, it's been a great 10 years.

This year in technology has been quite a busy one. Probably one of the biggest developments that I've been working on for the district this year is the Charter Wan Upgrade. Although still in the implementation phase, there have been some big milestones taken towards completion. We were at a standstill for the last year and a half to get all of the e-rate deadlines lined up right so that when we did make the move it would be the right time for the district. This new Wan upgrade will be a enormous benefit to all sites, increasing their available network speeds by almost 80 times. It will be the first time our district has upgraded the connectivity to the sites in over 10 years. This project is including the transition from calent1 to calnet2 contracts with AT&T and finally getting out of the 5-year contract that we have been under since 2002 with them. This upgrade will really put a huge foot forward for advancement in what we can offer to our sites and our students when it comes to technology.

Last year at this time I was gearing up for the full network migration over to a new email system and everything. Boy did that turn out to be a chore, many many man-hours of my own and the I.T staff worked on that project to try and complete in the most efficient manner. Although on a whole the department did get behind a bit with the desktop side of implementation, the network / email side of things actually went very smoothly. The overall stability and performance of these core services that the district depends on so heavily has increased. The project was completed and I was happy to put that challenge behind me, and look toward new challenges.

This year I headed up the change of our cell phone provider from Sprint to Verizon. This switch was decided upon for a few reasons. First, for many years we have been using sprint/Nextel phones in our district for wireless communications, and yet some of ours school were unable to use such phones because of the level of service that this area receives from sprint. Second, Verizon wireless was awarded the state contract for wireless communications and was able to offer their service to schools and government agencies at a highly reduced price. And lastly, a new ruling from the IRS that requires state agencies to bill back to their employee's the wireless time that they use with phones provided by state dollars. So I saw this as an opportunity for the district to save money by switching providers, increase overall coverage to sites and service, as well as decrease the amount of phones and plan and implement a new

cell phone user policy that would cover us under the guidelines of the IRS ruling. The initial change over to the new system took place in October of 07, followed by a committee designed to research and implement the strategy to meet IRS compliance. That committee has been successful and passed board regulation with new policy to support our plans moving forward. This last part of the stage is calculating how we will bill back from employees as well as roll out the procedure. I see this being finalized by the beginning of the New Year.

I think the focus for me this year has been really trying to-do as much as we can in technology with as little as possible, as well as come up with ways to generate revenue if possible. One of those ways was joining the BP Cohort project with select members of RSD leadership. This cohort is a process by which the district improves their data management with regards to the student information system (aeries) and by doing so receives a grant for funding at the same time. I'm proud to be part of this project as I see if filling a need 3 fold, by providing best practices for data management, generating some grant money for the district, as well as the plan to use that grant money to implement a new technology for our district in the following year (I'm sure I'll have more to say then)

This year our current anti-virus software that the district used was expiring and back in October 07 I started to evaluate 4 different replacements. The evaluation process took about 3 months to really decide on what I felt would be a good fit for our district. In the end I chose AVG anti-virus at the product that best fit our needs. Working with AVG I was able to get a quote for 1500 computer licenses for our district at only 6,100.00 for a 2 year agreement.

Also have been focusing quite a bit on security and student access this year. The board had passed a "student protection measure". This is a new focus for the district in making sure that we provide the safest technology to our students. I helped evaluate our current levels of security that we have in place, and suggested ways we can increase. This project is still in the works but we have made some great headway on it, and will see some big changes starting in august of this year.

Lastly I would like to just comment on something that I accomplished that I felt really good about this year and that is a comprehensive 5 year network / systems budget plan. Again going back to the focus this year of really looking to the future and trying to plan for the times we live in, Rob Adams, Jeff Zimbalist, and myself have met many times and started discussing where we see technology going in our district as a whole, in every avenue of technology. After meeting and talking about it we decided to come up with a solid 5 year technology budget that we can feel good about using to lead the district. The part of the budget I was solely responsible was the network / systems upgrading that I'm in charge of for the district. As always with technology it's tough to look that far into the future, but after completing I think the budget is a great place to start when looking at future upgrades and increased performance for our sites.

Question Responses:

1. Describe your greatest strengths. In my job for the district, I've found that having the ability to troubleshoot and attack problems from all angles is what I excel in. I also feel that I bring a sense of teamwork to the I.T department. Because I've been with the district for 10 years, as well as worked through all the different levels of I.T, I can see solutions and problems from everyone's perspective, which in-turn adds to the overall team work aspect when working with people from all department's and not just I.T. I also think that I'm always on the lookout for ways to save the district money, to challenge the conventional way of doing things to seek out ways that we can be smarter with the resources that we have. I think in today's financial environment my strength in that area, the ability to try my hardest to make it work with what we have, saves he district precious resources.

2. Briefly list your goals for the coming school year 2008-2009: Personal Goals: I'd like to continue to help build a professional and respectable I.T department by making suggestions and or leading by example. I would also like to continue to work on my previous goal of having a more organized office; with how busy things get around here I would say I'm only about 50% done with that personal goal.

Another personal goal this year that I've already started working on is really making a diligent effort to plan all projects out much more thoroughly. Last year I saw how projects, while they can turn out successful in the end, they could really be more organized and helped along the way to make an even better success if they are planned more thoroughly. My goal is to work more diligently in the planning phases of any upcoming projects that are going on, to help facilitate an even smoother roll out.

Professional Goal: This year will see the realization of the WAN infrastructure upgrade. With the statement mentioned above I want to plan and implement a smooth, cost effective, and efficient rollout of the upcoming charter wan projects.

Professional Goal: Another upcoming project that is important is the SIF implementation for our district. This project might not be fully realized this entire school year, but there is much work to be done to get ready for it and I plan on keeping that project rolling smoothly.

Professional Goal: This year will also see the implementation of many new security measures on our network with regards to staff and students. It's my plan to make sure that this project is completed timely, efficiently and organized so as not to impact student or staff access to network / internet resources.

3. What assistance do you need to be successful? Mainly what I would ask is the continued support from the leadership of the district to enable our department to make successful decisions going forward with technology.

4. What do you expect from the superintendent? I love to see a hard working, understanding leader that values my input as a professional, someone who is eager and willing to explore new areas of technology, and how it can benefit students and staff in our district.

5. In working for the district, what do you see as your three greatest needs? First I would say respect. Second I would say leadership who listens and values my options and suggestions. And third, a professional and respectable working environment.